



FMCS

FEDERAL MEDIATION &
CONCILIATION SERVICE

SPEAKER'S BIO



LANE A. HARSTAD

EXECUTIVE MANAGER, NORTH CENTRAL DISTRICT FEDERAL MEDIATION AND CONCILIATION SERVICE

Lane A. Harstad is the North Central District Executive Manager for the Federal Mediation and Conciliation Service (FMCS), stationed in Minneapolis, MN. Mr. Harstad began his career with the Agency as a Commissioner in 2005, and has provided significant collective bargaining related mediation and dispute resolution services within a wide array of industries and labor organizations, including health care, manufacturing, construction, service and hospitality, public utility, and education. His work has included mediation and dispute resolution services in both the private and Federal sectors of the Upper Midwest United States.

In addition to his mediation and dispute resolution work, Mr. Harstad has provided numerous joint relationship development and training programs for organizations desiring to develop or improve constructive labor-management relationships. His training programs have assisted parties in establishing joint labor-management committees with the tools and processes for long-term success. He has also trained bargaining teams and facilitated negotiations for parties utilizing collaborative interest-based approaches in collective bargaining.

Mr. Harstad has served as a trainer and facilitator for multiple internal FMCS professional development programs for Agency staff and mediators. On numerous occasions, he has been invited to give collective bargaining related presentations, including the 2001 Asia-Pacific Economic Cooperation Conference in Mexico City, Mexico; and the 2002 FMCS National Labor-Management Conference in Chicago, IL.

Mr. Harstad received a Bachelor of Business Administration degree from the University of Minnesota in 1994 with an emphasis on Human Resource Management and Labor Studies. He has completed certificate coursework in collective bargaining at the George Meany Institute for Labor Studies in Silver Spring, MD.

Prior to joining the FMCS, Mr. Harstad served as President of the United Food and Commercial Workers Union Local 1116 in Duluth, MN. As principal officer of the Local, he was responsible for all administrative and financial functions as well as oversight of collective bargaining for private- and public-sector bargaining units ranging up to 1,700 employees. His responsibilities also included being a trustee of the Local's multi-employer pension and health care plans.